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COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19)

(SIXTEENTH LOK SABHA)

MINISTRY OF ROAD TRANSPORT AND HIGHWAYS

'Measures undertaken to secure representation of OBCs in employment and for their welfare in National Highways Authority of India '

TWELFTH REPORT

LOK SABHA SECRETARIAT
NEW DELHI

April, 2018/ Chaitra, 1940 (Saka)

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'Measures undertaken to secure representation of OBCs in employment and for their welfare in National Highways Authority of India '

Presented to Hon'ble Speaker on 25th April, 2018
Presented to Lok Sabha on 1st August, 2018
Laid in Rajya Sabha on 6th April, 2018

LOK SABHA SECRETARIAT
NEW DELHI

April, 2018/ Chaitra, 1940 (Saka)

C.O.OBC No. 21

Price : Rs

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Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha (Fifteenth Edition) and printed by the General Manager, Government of India Press, Minto Road, New Delhi-110002.

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2016-17)

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS

LOK SABHA

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3. Shri A. Arunmozhithevan
4. Dr. Boora Narsaiah Goud
5. Shri Prataprao Ganpatrao Jadhav
6. Shri P. Karunakaran
7. Shri Ravindra Kushawaha
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9. Dr. Banshilal Mahato
10. Dr. Swami Sakshi ji Maharaj
11. Shri Rodmal Nagar
12. Shri Ram Mohan Naidu Kinjarapu
13. Dr. (Smt.) Pritam Gopinath Munde
14. Shri Kapil Moreswar Patil
15. Shri Harinarayan Rajbhar
16. Shri Mullappally Ramachandran
17. Shri Rajeev Satav
18. Shri Rajveer Singh (Raju Bhaiya)
19. Shri Ladu Kishore Swain
20. Shri Kanwar Singh Tanwar

RAJYA SABHA

21. Shri Ram Narain Dudi
22. Dr. Vikas Mahatme
23. Shri B.K. Hariprasad
24. Shri Ahamed Hassan
25. Shri Vishambhar Prasad Nishad
26. Shri Husain Dalwai
27. Smt. Vijila Sathyananth
28. Shri Narendra Budania
29. Shri Ram Nath Thakur
30. Shri Rajaram

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2018-19)

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Shri A. Arunmozhithevan
4. Shri Santosh Kumar
5. Shri Shailesh Kumar
6. Shri Ravindra Kushawaha
7. Dr. Swami Sakshi ji Maharaj
8. Dr. Banshilal Mahato
9. Dr. Mriganka Mahato
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26. Shri Vishambhar Prasad Nishad
27. Shri K.K. Ragesh
28. Smt. Vijila Sathyananth
29. Shri Ram Nath Thakur
30. Smt. Chhaya Verma

SECRETARIAT

1.	Shri N.C. Gupta	-	Joint Secretary
2.	Shri R.R. Kumar	-	Director
3.	Shri ASK Das	-	Deputy Secretary
4.	Smt. P Jyoti	-	Under Secretary

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2018-19) having been authorised by the Committee to submit the Report on their behalf, present this Twelfth Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in National Highways Authority of India' pertaining to the Ministry of Road Transport and Highways.

2. The Committee took evidence of the representatives of the Ministry of Road Transport and Highways and National Highways Authority of India on 07.06.2017. The Committee wish to express their thanks to the representatives of the Ministry of Road Transport and Highways and National Highways Authority of India for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject. The Committee also express their thanks to their predecessors for their work on the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 05.04.2018.

4. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

NEW DELHI;
5th April, 2018
15 Chaitra, 1940 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes

PART-I

NARRATION ANALYSIS

CHAPTER I

Introductory

1.1 Ministry of Road Transport and Highways was formed in 2009 by bifurcating the erstwhile Ministry of Shipping, Road Transport and Highways into two independent Ministries, Road Transport is a critical infrastructure for the economic development of a country influencing the pace, 'structure and pattern of development. The Ministry of Road Transport and Highways encompasses various activities which inter alia include construction and maintenance of National Highways (NHs), implementation of Acts, including National Highways Act, 1956, formulation of policies relating to road transport, environmental issues etc. Out of road network of over 54.72 lakh kms in India,1.03 lakh kms. is National Highways/Expressways. The National Highways Authority of India (NHAI) was set up in 1988 through an Act of Parliament for development, maintenance and management of National Highways and has become operational in February, 1995. The prominent road projects being implemented by NHAI under National Highway Development Programme (NHDP) are (i) Golden Quadrilateral connecting Delhi, Mumbai, Chennai and Kolkata and (ii) North-South and East West Corridor connecting Srinagar in the North to Kanyakumari in the South and Silchar in the East and Porbunder in the West. Besides, various other NHDP projects from Phase I to Phase VII like Port connectivity, Ring Road, By Passes are also being built by NHAI.

1.2 **Composition of the Authority (Board of NHAI):**

As per NHAI Act, 1988, the composition of the Authority is:

- a Chairman,
- not more than six full-time Members and
- not more than six part time Members.

1.3 Chairman and Members of the Authority are appointed by the Central Government.

The six full-time Members are:

- Member (Administration)
- Member (Finance)
- Member (Projects)-2
- Member (Technical)
- Member (Public Private Partnership)

The four part-time (Government) Members of the Authority are:

- Secretary, Ministry of Road Transport & Highways
- Secretary, Ministry of Finance, Department of Expenditure
- Secretary, Ministry of Finance, Department of Economic Affairs
- Director General (Road Development) and Special Secretary, Ministry of Road Transport & Highways.
- The two part-time (Non-Government) members are to be appointed from the professionals having knowledge or experience of financial management, transportation planning or any other relevant discipline. At present, these positions are vacant.

1.4 **Organization Set-up:**

- NHAI is a lean organisation to facilitate faster decision making. The provisions of National Highways Authority of India (Recruitment, Seniority and Promotion) Regulations, 1996 have been amended from time to time to attract competent professionals from various sectors to work in NHAI on deputation.
- 23 Regional Offices (ROs) and 140 Project Implementation Units (PIUs)are set up in the country for expediting the execution of projects.
- Training programmes are conducted in the prestigious institutions for capacity enhancement of the employees.

1.5 The NHAI actually became operational with effect from February, 1995. In the year 2000, the NHAI was envisaged to remain a lean and thin organisation. It was also decided by the NHAI Board that supporting staff would be engaged on contract basis for the duration of the project only. However, the position was reviewed in the year 2007 when it was envisaged that the NHAI would keep drawing its resources on deputation basis but the number of permanent employees in NHAI could go up to 50% of the total workforce and 25% to begin with. This staffing structure for NHAI was also approved by the CCEA in its meeting held on 27.07.2007.

1.6 As per NHAI Regulations, appointment of regular cadre of NHAI officers / employees should not exceed 50% of the sanctioned posts of Technical Cadre at any point of time. The permanent cadre is being created in NHAI in a phased manner enhancing the recruitment from 25% to 50% in the coming recruitment years. While increasing the permanent cadre strength, the feeder cadres are enhanced first and higher cadres subsequently, so that career progression opportunities are not blocked for the lower cadres.

CONTRACT EMPLOYEES

1.7 In view of the decision taken in the Year 2002, the entire supporting staff was engaged on contract basis and was supposed to remain engaged for specific projects only. However, since the NHAI was entrusted with more and more projects, the staff engaged on contract basis till the year 2009 came to be known as “Long Term Contract employees”. This number stands at 392 as on date. Even though the Reservation Policy was not applicable in the case of “Contract employees” in terms of DoP&T instructions, the NHAI has strictly followed the applicability of Reservations for all the applicable categories, including for the OBCs, in the case of these Long-term Contract employees also.

1.8 As per the Service Regulations of NHAI applicable till May, 2016, direct recruitment of employees was permissible at two levels i.e. 'Deputy Manager' and 'Manager'. However, pursuant to amendment in Service Regulations in May, 2016, Direct Recruitment is permissible at the level of 'Deputy Managers' only.

1.9 When the Committee asked whether any OBC representative has reached up to the level of Member in NHAI in the past?

The NHAI replied as under:

> "The positions of Members are outside the scope of NHAI Service Regulations and the post of a member is not filled-up by promotion. These posts are filled-up by the Government in terms of provisions contained in the Act and the Rules thereunder and with the approval of the Appointments Committee of Cabinet. Further, it is submitted that Shri Rajiv Yadav, a member of the IAS, who belonged to the OBC category, had occupied the post of Member (Administration) during the period 20.01.2010 to 17.03.2013."

1.10 The Committee desired to know whether there is any Member from OBC community at present in NHAI. The NHAI replied in a written note that at present there is no Member from the OBC community in NHAI.

1.11 When the Committee desired to know the reasons for not filling up two Part-time (Non Government) members. The NHAI replied as under:

> (A) Appointments to the posts of part-time (non-Government) Members in NHAI are made as per the Ministry of Road Transport & Highways Gazette Notification dated 05.03.2015 which provides that the Selection committee comprising:
> - Secretary (RT&H),
> - Secretary (Shipping),
> - Member (Finance),
> - NHAI and Joint Secretary (Highways) are to select such part-time non-Government members. These members have to be non-Government professionals having knowledge or experience in financial management, transportation planning or any other relevant discipline.
>
> (B) Applications were invited by the Ministry based on an advertisement dated 29.04.2016, against which a total number of 63 applications were received. Selection against the positions of two part-time members is yet to be made.

1.12 When the Committee asked whether these posts can be filled from deserving aspirants from OBC category. The NHAI in a note replied as under: -

> "There is no bar on appointing a part-time member from OBCs, subject to one being found suitable on merits. These appointments are regulated under the provisions of the Act and the rules there under."

1.13 The Committee in their sitting held on 07.06.2017 desired to know about the possibly of appointing Member (Tech) from OBC category.
The CMD NHAI deposed as under:-

यह बताना चाहूंगा कि एनएचएआई के लिए पार्लियामेंट में एक एक्ट बनाया गया, जिसके अधीन इसको स्थापित किया गया है। यह डीपीई के दायरे में नहीं आता है। डीपीई की इंस्ट्रक्शंस इसके ऊपर एप्लिकेबल नहीं होती हैं और न ही यह कंपनीज़ एक्ट में आता है' आपने पार्लियामेंट में जो एक अलग एक्ट बनाया है, उसके तहत एक स्वायत्त संस्था के रूप में है। इसके जो चेयरमैन और मैंबर्स हैं, उनकी नियुक्ति केंद्र सरकार करती है, which goes right up to the Search-cum-Selection Committee. प्रपोज़ल बन कर जाता है और ए.सी.सी. उसको एप्रूव करती है। उसी के आधार पर ये नियुक्तियां होती हैं। लेकिन बावजूद उसके अब तक जो मैंबर्स आए हैं, उसमें एस.सी., बी.सी. और ओ.बी.सी. से जो बने हैं, इस वक्त जो हमारे मौजूदा मैंबर्स हैं, उसमें डी.ओ. तावड़े एस.टी. से हैं। उसके बाद सन् 2013-16 तक नरेंद्र कुमार मैंबर, एडमिनिस्ट्रेशन रहे और वे एस.सी. कैटेगरी से थे। उससे पहले सन् 2010 से 2013 तक राजीव यादव मैंबर, एडमिनिस्ट्रेशन रहे और वे ओ.बी.सी. कैटेगरी से थे। उससे पहले जी.शरण साहब मैंबर, टैक्नीकल रहे और वे एस.सी. कैटेगरी से थे। ये डिटेल्स हैं, मैं फॉर्मली भी इसका जवाब आपको भेज दूंगा। एनएचएआई के बोर्ड में टोटल छह मैंबर्स रैग्युलर फुलटाइम तथा एक चेयरमैन होता है। उनमें से एक मैंबर एडमिनिस्ट्रेशन है, एक मैंबर फाइनेंस है। तीन से चार मैंबर्स टैक्नीकल होते हैं। मेरे पास जो मैंबर टैक्नीकल इस वक्त हैं, उनमें से श्री आर.के.पाण्डे हैं, जो सैंट्रल इंजिनियरिंग सर्विस, मंत्रालय का हिस्सा थे, वहां से उनको मैंबर लगाया गया। दूसरे आनंद कुमार सिंह हैं, जो रेलवेज़ टैक्नीकल सर्विस से हैं, उनको मैंबर बनाया गया है। तीसरे डी.ओ. तावड़े साहब हैं, जो सैंट्रल इंजीनियरिंग सर्विस, मंत्रालय में कार्यरत थे। ये इंजिनियरिंग टैक्नीकल मैंबर्स हैं। एक मेरे पास नीरज वर्मा हैं, वे आईएएस से हैं, लेकिन इंट्रेस्टिंगली मैंबर फाइनेंस भी इंजिनियर हैं और वे भी इंजिनियर हैं।

CHAPTER-II

REPRESENTATION OF OBCs in NHAI

2.1 Asked about the total staff strength of the organisation and the number of OBC employees at various levels of post in the hierarchy. The NHAI in a written reply informed as under:

Manpower 2013-14

Group of the post	Total number of employees	Regular	Deputation		Contract	SC	ST	OBC	% of OBC
(1)	(2)	(3)	(4)		(5)	(6)	(7)	(8)	(9)
A	564	155		394	15	54	15	98	17.37
B	314	61	19.42%	13	240	40	4	74	23.56
C	158	6	3.79%	0	152	16	3	58	36.70
D	2	2		0	0	0	0	1	50.00
Total	**1038**	**224**	**21.57%**	**407**	**407**	**110**	**22**	**231**	**22.25**

Manpower 2014-15

Group of the post	Total number of employees	Regular	Deputation		Contract	SC	ST	OBC	% of OBC
(1)	(2)	(3)	(4)		(5)	(6)	(7)	(8)	(9)
A	517	202		308	7	57	15	90	17.40
B	307	57	18.56%	12	239	46	4	78	25.40
C	159	6	3.77%	0	153	16	3	56	35.22
D	4	4		0	0	1	0	1	25.00
Total	**987**	**269**	**27.25%**	**320**	**399**	**120**	**22**	**225**	**22.79**

Manpower 2015-16

Group of the post	Total number of employees	Regular	Deputation		Contract	SC	ST	OBC	% of OBC
(1)	(2)	(3)	(4)		(5)	(6)	(7)	(8)	(9)
A	537	271		258	8	55	16	102	18.99
B	299	52	17.39%	10	237	42	4	70	23.41
C	160	8	5%	0	152	16	3	57	35.62
D	4	4		0	0	1	0	1	25.00
Total	**1000**	**335**	**33.5%**	**268**	**397**	**114**	**23**	**230**	**23**

Manpower 2016-17

Group of the post	Total number of employees	Regular	Deputation		Contract	SC	ST	OBC	% of OBC
(1)	(2)	(3)	(4)		(5)	(6)	(7)	(8)	(9)
A	556	286		260	10	55	15	111	19.96
B	259	21	8.10%	6	232	35	3	70	27.02
C	161	11	6.83%	0	150	18	3	54	33.54
D	1	1		0	0	1	0	0	0
Total	**977**	**319**	**32.65%**	**266**	**392**	**109**	**21**	**235**	**24.05**

2.2 It may be seen that as compared to regular employees, the number of persons on deputation and on contract in NHAI is quite large in both the years i.e. 2013-14, 2014-15. Further in Group 'A' Post during 2013-14, 2014-15, 2015-16 and 2016-17 the % of OBC is as low as 17.37%, 17.40%, 18.99% and 19.96% respectively.

2.3 When the Committee asked the reasons for low representation of OBCs and also the reasons for not achieving the prescribed percentage of OBC reservation particularly when the operations of NHAI are nationwide. NHAI replied in a note as under:-

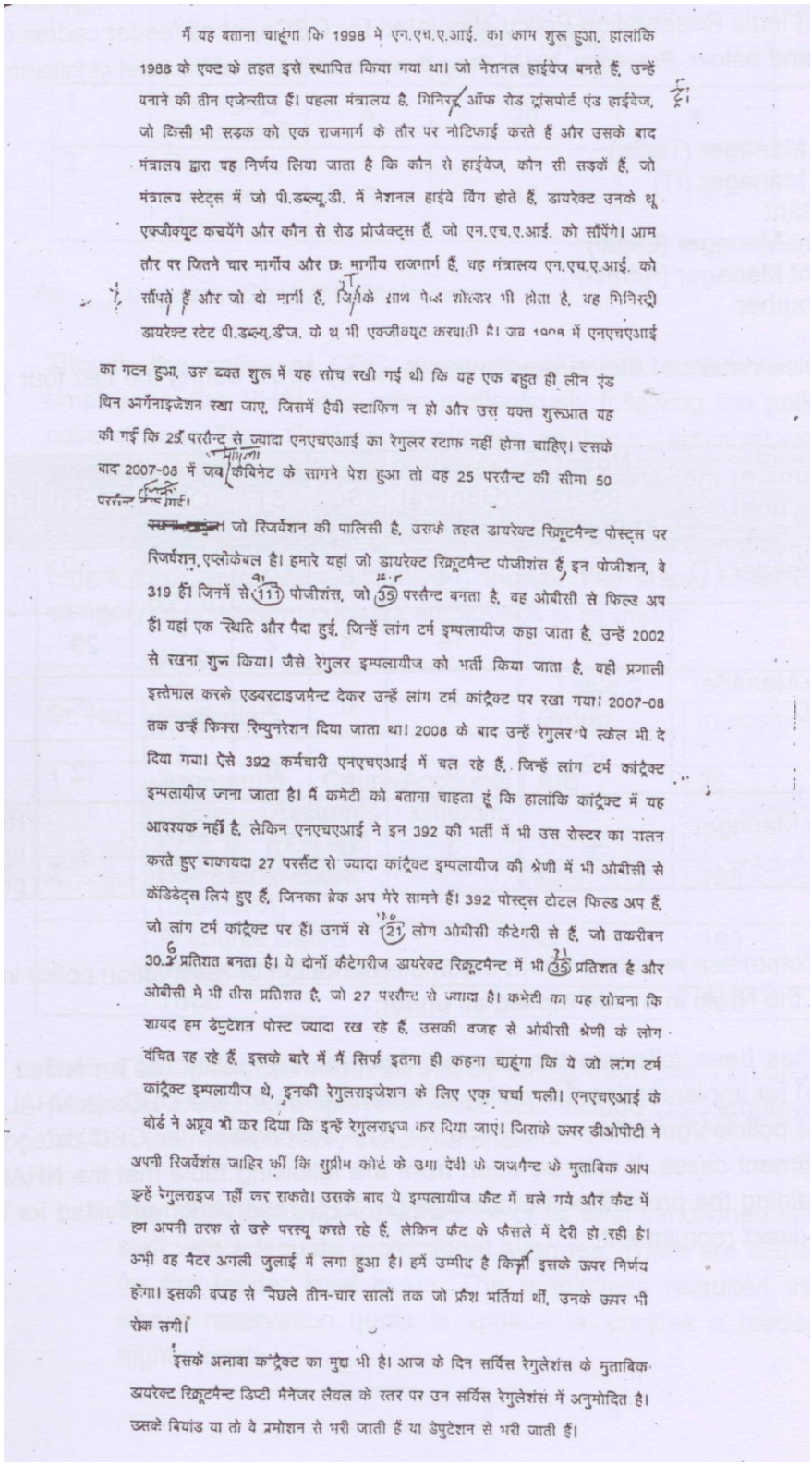
"NHAI takes its 50% intake from deputation. Reservation of OBC category is applicable in cases where the prescribed mode of recruitment is direct recruitment. NHAI has filled vacancies on direct recruitment only at Deputy Manager (Tech.) level. The details are given below:

S. No.	***Post***	***Group***	***Sanctioned posts for Regular***	***Total Number of OBC Posts***	***In-position***		***% of OBC***	***Vacancy for OBC***
					Regular	***Total No of OBC***		
1	*Deputy Manager (Tech)*	*A*	*88*	*23*	*48*	*15*	*31*	*8*

Further, the details of other posts, where the posts are to be filled on direct recruitment mode are as under:

S. No.	***Particulars***	***Category***	***Sanctioned posts for Regular***	***Total Number of OBC Posts***	***In-position***		***Remarks***
					Regular	***Total No of OBC***	
1	*Accounts Officer*	*A*	*20*	*5*	*0*	*0*	*These posts have been introduced in the year 2016 and the recruitment is being taken up.*
2	*Deputy Manager (IT)*	*A*	*15*	*3*	*0*	*0*	
3	*Assistant Manager (Legal)*	*B*	*13*	*3*	*0*	*0*	
4	*Hindi Translator*	*B*	*3*	*0*	*0*	*0*	
5	*Junior Hindi Translator*	*B*	*3*	*0*	*0*	*0*	
6	*Accountant*	*C*	*80*	*20*	*0*	*0*	*These posts were filled on contract and the matter is presently sub-judice.*
7	*Stenographer*	*C*	*82*	*22*	*2*	*0*	
	Total		***216***	***53***	***2***	***0***	

2.4 Pending adequate representation of OBCs in NHAI, the Chairman, NHAI during evidence deposed before the Committee as under: -



मैं यह बताना चाहूंगा कि 1998 में एन.एच.ए.आई. का काम शुरू हुआ, हालांकि 1988 के एक्ट के तहत इसे स्थापित किया गया था। जो नेशनल हाईवेज बनते हैं, उन्हें बनाने की तीन एजेन्सीज हैं। पहला मंत्रालय है, मिनिस्ट्री ऑफ रोड ट्रांसपोर्ट एंड हाईवेज, जो किसी भी सड़क को एक राजमार्ग के तौर पर नोटिफाई करते हैं और उसके बाद मंत्रालय द्वारा यह निर्णय लिया जाता है कि कौन से हाईवेज, कौन सी सड़कें हैं, जो मंत्रालय स्टेट्स में जो पी.डब्ल्यू.डी. में नेशनल हाईवे विंग होते हैं, डायरेक्ट उनके थ्रू एक्जीक्यूट कराएंगे और कौन से रोड प्रोजेक्ट्स हैं, जो एन.एच.ए.आई. को सौंपेंगे। आम तौर पर जितने चार मार्गीय और छः मार्गीय राजमार्ग हैं, वह मंत्रालय एन.एच.ए.आई. को सौंपते हैं और जो दो मार्गी हैं, जिनके साथ पेव्ड शोल्डर भी होता है, वह मिनिस्ट्री डायरेक्ट स्टेट पी.डब्ल्यू.डीज. के थ्रू भी एक्जीक्यूट कराती है। जब 1998 में एनएचएआई का गठन हुआ, उस वक्त शुरू में यह सोच रखी गई थी कि यह एक बहुत ही लीन एंड थिन आर्गेनाइजेशन रखा जाए, जिसमें हैवी स्टाफिंग न हो और उस वक्त शुरूआत यह की गई कि 25 परसेन्ट से ज्यादा एनएचएआई का रेगुलर स्टाफ नहीं होना चाहिए। इसके बाद 2007-08 में जब कैबिनेट के सामने पेश हुआ तो वह 25 परसेन्ट की सीमा 50 परसेन्ट कर दी गई।

जो रिजर्वेशन की पालिसी है, उसके तहत डायरेक्ट रिक्रूटमेन्ट पोस्ट्स पर रिजर्वेशन एप्लीकेबल है। हमारे यहां जो डायरेक्ट रिक्रूटमेन्ट पोजीशंस हैं, इन पोजीशन, वे 319 हैं। जिनमें से 111 पोजीशंस, जो 35 परसेन्ट बनता है, वह ओबीसी से फिल्ड अप हैं। यहां एक स्थिति और पैदा हुई, जिन्हें लांग टर्म इम्पलायीज कहा जाता है, उन्हें 2002 से रखना शुरू किया। जैसे रेगुलर इम्पलायीज को भर्ती किया जाता है, वही प्रणाली इस्तेमाल करके एडवरटाइजमैन्ट देकर उन्हें लांग टर्म कांट्रैक्ट पर रखा गया। 2007-08 तक उन्हें फिक्स रिम्युनरेशन दिया जाता था। 2008 के बाद उन्हें रेगुलर पे स्केल भी दे दिया गया। ऐसे 392 कर्मचारी एनएचएआई में चल रहे हैं, जिन्हें लांग टर्म कांट्रैक्ट इम्पलायीज जाना जाता है। मैं कमेटी को बताना चाहता हूं कि हालांकि कांट्रैक्ट में यह आदश्यक नहीं है, लेकिन एनएचएआई ने इन 392 की भर्ती में भी उस रोस्टर का पालन करते हुए वाकायदा 27 परसेंट से ज्यादा कांट्रैक्ट इम्पलायीज की श्रेणी में भी ओबीसी से कैंडिडेट्स लिये हुए हैं, जिनका ब्रेक अप मेरे सामने है। 392 पोस्ट्स टोटल फिल्ड अप हैं, जो लांग टर्म कांट्रैक्ट पर हैं। उनमें से 21 लोग ओबीसी कैटेगरी से हैं, जो तकरीबन 30.6 प्रतिशत बनता है। ये दोनों कैटेगरीज डायरेक्ट रिक्रूटमैन्ट में भी 35 प्रतिशत है और ओबीसी में भी तीस प्रतिशत है, जो 27 परसेन्ट से ज्यादा है। कमेटी का यह सोचना कि शायद हम डेप्युटेशन पोस्ट ज्यादा रख रहे हैं, उसकी वजह से ओबीसी श्रेणी के लोग वंचित रह रहे हैं, इसके बारे में मैं सिर्फ इतना ही कहना चाहूंगा कि ये जो लांग टर्म कांट्रैक्ट इम्पलायीज थे, इनकी रेगुलराइजेशन के लिए एक चर्चा चली। एनएचएआई के बोर्ड ने अप्रूव भी कर दिया कि इन्हें रेगुलराइज कर दिया जाए। जिसके ऊपर डीओपीटी ने अपनी रिजर्वेशंस जाहिर कीं कि सुप्रीम कोर्ट के उमा देवी के जजमैन्ट के मुताबिक आप इन्हें रेगुलराइज नहीं कर सकते। उसके बाद ये इम्पलायीज कैट में चले गये और कैट में हम अपनी तरफ से उसे परस्यू करते रहे हैं, लेकिन कैट के फैसले में देरी हो रही है। अभी वह मैटर अगली जुलाई में लगा हुआ है। हमें उम्मीद है कि इसके ऊपर निर्णय होगा। इसकी वजह से पिछले तीन-चार सालों तक जो फ्रेश भर्तियां थीं, उनके ऊपर भी रोक लगी।

इसके अलावा कांट्रैक्ट का मुद्दा भी है। आज के दिन सर्विस रेगुलेशंस के मुताबिक डायरेक्ट रिक्रूटमैन्ट डिप्टी मैनेजर लैवल के स्तर पर उन सर्विस रेगुलेशंस में अनुमोदित है। उसके बियांड या तो वे प्रमोशन से भरी जाती हैं या डेपुटेशन से भरी जाती हैं।

CHAPTER-III

Reservation in Recruitment

3.1 According to the Ministry of Road and Transport Highways, the NHAI is following the Government of India Reservation Policy stipulated for OBCs, at all feeder cadres i.e. Deputy Manager and below. Presently, NHAI does direct recruitment at the level of following categories:

(i) Deputy Manager (Tech.)
(ii) Deputy Manager (IT)
(iii) Accountant
(iv) Assistant Manager (Legal)
(v) Assistant Manager (Admin)
(vi) Stenographer

3.2 The year-wise details of direct recruitment done by NHAI during the last four years is given below:-

Sr. No.	Year	Name of the post	No. of post appointed	General	SC	ST	OBC	Total	Remarks
1	2014	Manager (T)	30	14	6	2	8 (27%)	30	
2	2013	Dy.Manager (T)	29	14	6	2	7 (24%)	29	
	2014		7	4	0	1	2 (28%)	7	
	2015		12	5	2	0	5 (42%)	12	
3	2016-17	Dy.Manager (IT)	4	3	0	0	1 (25%)	4	Rect. under process

3.3 When the Committee enquired about the implementation of reservation policy in post and services, the NHAI in a note replied as under:-

> The NHAI has been following the Central Government policy (as amended from time to time) for implementing the policy of reservations for the OBCs in NHAI. The Government policies/guidelines prescribe for 27% reservation for OBC category in direct recruitment cases. It may be seen from the following table that the NHAI has been maintaining the prescribed percentage i.e. 27% reservation provided for OBC category in direct recruitment:

Direct recruited Regular employees:

Table:1						
Sr. No.	Post	Group	No. of posts filled through direct mode of recruitment	27% OBC quota	In position OBC	In position % of OBC
1	Manager (Technical)	A	30	8	8	27%
2	Deputy Manager (Tech)	A	48	13	15	31%

A. Long-term Contract employees:

Though the policy of OBC reservations is not applicable in the case of Contract employees, the NHAI has been meticulously following the policy of reservations in the case of Long Term Contract employees as these personnel were recruited following an open selection process against the sanctioned posts.

The issue of regularisation of these long-term contract employees is presently sub-judice before the Central Administrative Tribunal. The status of OBC employees against this category of Long-term contract employees is as under:

Table:2					
Sr. No.	Particulars	Group	In position	Total No. of OBC	% of OBC
1	Secretariat Cadre/Accounts Cadre (Accounts Officers, PPS, Sr. PPS etc)	A/B	20	0	-
2	Secretarial cadre (Steno/PA)	C	183	64	34.97%
	Accounts Cadre (Accountant/Jr. AO)	C	189	56	29.62%
	Total		**392**	**120**	**30.61%**

3.4 The Committee enquired that by taking more posts on deputation, how is the carrier prospects of regular employees which also include OBC employees are safeguarded. The NHAI in their written reply stated as under:-

> The NHAI can appoint upto 50% of its total sanctioned staff as its own regular core staff with adequate promotional avenues. There are sufficient promotional avenues for the feeder level posts. The employees recruited through direct recruitment, where reservation quota is applicable, creates a feeder cadre for promotion at higher levels.

The remaining 50% of the staff positions have to be filed-up through largely deputations and even contracts. There is a cadre of Central Engineering Service (CEC), recruited through the UPSC, with the Ministry of Road Transport and Highways being the cadre controlling authority. A deputation reserve of 20% has been provided in the CEC cadre for deputation to the NHAI. There is a good reason to fill-up these 20% of the posts from this cadre in the NHAI as it brings an organised technical service as part of the NHAI staffing. The remaining 30% positions can be filled-up by taking personnel on deputation from the States/PSUs and also on contract basis. Taking persons from the State PWDs/PSUs on deputation has its own merit keeping in view that sufficient number of technical resources are not available in certain states where the NHAI projects are implementation. These resources come handy in their postings in such states and have the benefit of knowledge of the local language and environment.

As such, the appointments on deputation do not affect the career prospects of regular employees which includes OBC employees also. Moreover, the employees taken under deputation are from the cadre like CES (Roads), State PWD etc, where the policy of OBC would have been followed for appointment of their employees. The limit of 50% quota for permanent cadre has advantage of safequarding the promotion openings for regular employees in NHAI.

OUTSOURCING

3.5 Asked about the outsourcing of manpower, in NHAI and engaging more and more people on deputation/contract basis, the NHAI replied is as under:-

(i) The NHAI Act, 1988 gives the mandate to NHAI for the development, maintenance and management of national highways and for matters connected therewith or incidental thereto. In order to achieve the mandate given under the Act, NHAI is required to aim to innovative mechanism, plans, strategies etc., with the support of expert and experienced manpower available in the country.

(ii) 100% in-breeding is known to be leading to stagnation in terms of adoption of newer technologies, innovations and more efficient management practices. A mix of core regular staff as well as personnel taken through deputations and open market created a healthy mix in these areas.

(iii) During implementation of various projects in various parts of the country, vigorous and effective coordination is required with various technical as well as non-technical officers on deputation, ensures availability of experienced manpower having knowledge of various departments/organisations of Central/State Government.

(iv) Further, there is an advantage in taking officers on deputation from the State Governments as these officers are generally posted in the same States in the Regional Offices/Project Implementation Units of NHAI, especially when the regular NHAI staff is reluctant to be posted in such areas, be it on account of difficult working conditions such as in the North-east, hilly states etc. or on account of local language issues.

(v) It gives NHAI the added benefit for better coordination with the concerned State Government Departments for pre-construction activities and project implementation works.

(vi) Association of such officers appointed on deputation/contract mode, with the officers appointed on regular basis, helps in building and gaining experience of both core functions and operational/corporate planning functions over a period of time.

(vii) This ensures to build a core of officers within NHAI that can provide a long-term leadership and managerial material for the organisation. The combination of permanent cadre ensures institutional memory and deputation/contract ensures innovative/experienced manpower which is a pre-requisite for implementation of such a large mandate entrusted to NHAI.

(viii) Moreover, NHAI implements various projects in various States at various point of time and the maximum manpower is required for pre-project activities (e.g. land acquisition, forest and environmental clearances, utility shifting etc.) in connection with implementation of projects.

(ix) Since, the appointments are projects oriented till the completion of project, NHAI cannot have an organisational structure with 100% permanent employees.

(x) Therefore, instead of giving 100% permanent manpower structure, NHAI has been created as a lean organisation by the Government with an organisational structure having combination of 50% regular NHAI cadre and 50% on deputation/contract. It is further submitted that the staff taken on deputation also constitutes regular cadres with the lending organisations, which cannot be termed as “Outsourcing”.

VACANCIES

3.6 Ministry of RT&H has informed that NHAI has advertised following posts to be filled on direct recruitment:

Sl.No.	Name of the post	Number of post	Reservation	Remarks
(i)	Manager (Tech.)	40	Gen – 16 SC – 06 ST – 03 OBC – 11 PwD – 04	Advertisement was issued in the year 2014. However, the matter was sub-judice. The issue has now been settled and recruitment is under process.
(ii)	Deputy Manager (Tech.)	40	Gen – 23 SC – 05 ST – 03 OBC – 09	Advertisement issued
(iii)	Deputy Manager (Tech.)	4	For persons with disability	-
(iv)	Accounts Officer	01	For persons with disability	-
(v)	Accountants	03	For persons with disability	-

As large as 11 vacancies in Manager/Technical and as large as 9 vacancies in Deputy Manager/Technical of OBCs have been shown in the above statement.

3.7 The Committee pointed out that a large number of vacancies does not augur well for institution like NHAI particularly when there is a huge unemployment among OBC candidates. NHAI in a note replied as under:

NHAI has 110 sanctioned posts of Deputy Manager (Tech.). 20% is to be filled through deputation and 80% i.e. 88 posts are to be filled on Direct Recruitment. Out of 88 posts, 48 posts have already been filled. For remaining vacant posts, i.e., 40 posts, NHAI has issued advertisement for filling up these vacancies on direct recruitment basis with break-up category wise as per Government of India rules.

3.9 When the Committee asked whether a nationwide awareness drive is opened by NHAI so that OBC aspirants get job in NHAI. NHAI replied as under:-

All the advertisements for filling up of vacancies in NHAI are published in the Employment News (all edition/all languages) and one leading English and one leading Hindi newspaper for widespread awareness. Further, the same are also hosted on the website of NHAI.

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CHAPTER-IV

A. Monitoring mechanism for implementation of reservation policy

Maintenance of Roster Register

4.1 As per DoPT instructions PSUs are to maintain Roster System for implementation of reservation of Posts and Services in Government of India for various categories including Other Backward Classes (OBCs).The NHAI in their Brief Note has stated that Roster Register are maintained by NHAI as per norms of Government of India. The following is the details of the posts sanctioned vis-à-vis held for OBCs within NHAI.

Sl. No.	Name of Post	OBC		Remarks
		Sanctioned	Held	
1.	Manager (T)	26	22	-
2.	Dy. Manager (T)	21	14	-
3.	Dy. Manager (IT)	1	-	Recruitment are being taken
4.	Asstt. Manager (Admn.)	1	0	-do-
5.	Asstt. Manager (Legal)	3	0	-do-
6.	Account Officer	5	0	Recruitment yet to be taken as regulation of 392 contract employee is sub-judice in Hon. CAT
7.	Accountant	20	0	-

4.2 When the Committee asked about the reasons for substantial gap between sanctioned posts and the posts actually held by OBCs at levels **of Manager (T), Dy. Manager (T), Asstt. Manager (Legal), Account Officers and Accountants,** the NHAI in their written reply stated as under:-

> Keeping in view the requirement of NHAI, the posts of Deputy Manager (IT), Assistant Manager (Legal) & Accounts Officer were created vide Notification dated 16.05.2016. With regard to recruitment process of Manager (Tech.), the same was taken up in the year 2014, however, due to court case, the process could not be finalized. The court case has been settled now and the recruitment is being finalized.
>
> Action for filling up the vacancies have been taken up and the posts shall be filled up as per reservation policy shortly.

4.3 When Committee enquired about the current position of the case before the CAT, it was informed that the NHAI is pursuing the matter in the Hon'ble CAT and the replies on the part of NHAI are being filed timely for early disposal of the case.

4.4 When the Committee asked as to whether the Roster System within NHAI is being implemented through and monitored by Liaison Officers (LOs) of concerned ROs / PIUs regularly, the NHAI in a note replied as under:

> "The Regional Offices and Project Implementation Units of NHAI have been set up for close monitoring and implementation of projects only. No administrative set up has been made at field levels. All the recruitments and service matters are handled at Headquarter level. The Roster System within NHAI is also vetted by the Reservation Cell of NHAI."

Relaxations to OBC Category:

4.5 According to the NHAI, the relaxations are being provided as per Government of India norms for selection of candidates from OBC category viz., age relaxation and relaxation in the overall marks if sufficient candidates are not available from the recommended list.

4.6 The Committee asked about the year-wise details of the OBC beneficiaries who have availed these concessions / relaxations during the last five years. The NHAI furnished the following information.

The yearwise details of OBC beneficiaries that have availed OBC concessions / relaxations during the last five year is given below:

Sl.No.	Year	Total No of selected candidates	No of candidates selected relaxing marks standard	No of OBC candidate selected relaxing age standard
1.	2012-13	30	7	-
2.	2013-14	33	7	-
3.	2014-15	31	8	-
4.	2015-16	30	9	-

4.7 When the Committee enquired as to whether any age relaxation was given to OBCs who had exceeded their age limit. The NHAI replied in a note that there was no candidate seeking age relaxation, so no relaxation was extended.

B Welfare Measures for OBC Employees

Liaison Officers for OBCs

4.8 Regarding appointment of separate Liaison Officers for OBCs, the NHAI in their note stated that

> All recruitments and service related matters are handled at the Headquarter level. The Regional Offices and Project Implementation Units of NHAI are very small units manned by 3 to 5 persons wherein separate liaison officer for OBCs is not a feasible proposition. Hence, a Central set up of liaison officer for OBCs and other reserved categories has been put in place at the HQ. The Roster System within NHAI is regularly vetted by the liaison officer of Reservation Cell, NHAI and the staff at ROs& PIUs are posted after centralised recruitment at NHAI HQs.

4.9 When enquired about the mechanism available with these LOs for regular interaction with OBC employees, the NHAI replied in a note as under:-

> The member of the Reservation Cell interact regularly with field offices in various forums and are available at any point of time at their contact details like e-mail id, contact numbers, which are available on NHAI website. The Reservation Cell comprises of the following officers:
>
> (i) Shri MPS Rana, General Manager (Technical) - Chairman of the Cell and Liaison Officer for SC/ST (PH:25074100, Extn.:1222, Mob: 9811424380).
>
> (ii) Shri Rajeev Yadav, General Manager (Technical) - Liaison Officer for OBC (PH:25074100, Extn.: 1407, Mob: 9868113500).
>
> (iii) Shri M.K. Sinha, Deputy General Manager (Admn.) - Member from HR/Admn Division. (PH:25074100, Extn: 1558, Mob: 9868222241).
>
> (iv) Shri Mukesh Kumar Meena, Manager (Technical) - Representative of STs (PH: 25074100, Extn: 2075, Mob:8527264101).
>
> Shri N.L. Kanojia, Consultant - to provide assistance to Reservation Cell.

Formation of OBC employees Association

4.10 The Committee were informed that NHAI do not have any registered OBC employees welfare Association at State Level or Regional Allies.

The Committee sought the comments of the Ministry of RT&H/NHAI regarding setting up OBC Employees Welfare Union/Association within NHAI to serve as a platform for the OBC employees of NHAI to raise their grievances. The NHAI in a written reply stated as under:

> "The formation of OBC Employees' Welfare Unions within NHAI shall be considered as per the guidelines of the Government of India as and when such request shall be received from the employees."

Grievance Redressal Mechanism

4.11 The NHAI in their Brief Note has stated that a Committee (Reservation Cell) comprising of one member each from SC, ST, and OBC along with member from Human Resources/Administration Division has been constituted in NHAI for the welfare and for redressal of the grievances of OBC employees. As and when representation from an OBC employee of NHAI is received, the matter is brought up for discussion in the Committee and appropriate mitigation measures are taken to resolve the issue. It is claimed in the note that there is no complaints received from OBC employees in the last two years.

4.12 The Committee desired to know the details of work done by the Committee (Reservation Cell) in terms of petitions received/heard/disposed of during the last three years. The information supplied by the NHAI in this regard is shown at Annexure to the Report.

4.13 The Committee enquired whether the available mechanism is sufficient enough to solve the problems of OBC employees in NHAI. The NHAI in a note replied in affirmative impressing upon the fact that no complaint has been received from OBC employees during the last two years.

PART-II

OBSERVATIONS/RECOMMENDATIONS

Representation of OBCs in the Board of NHAI

1. **The Ministry of Road Transport and Highways encompasses various activities which *inter-alia* include construction and maintenance of National Highways of more than a lakh of kms. in length, implementation of the National Highways Act, 1956, formulation of policies relating to road transport and environmental issues, etc. The National Highways Authority of India (NHAI), set up in 1988 through an Act of Parliament and made operational since 1995, is engaged in development, maintenance and management of National Highways. National Highway Development Programme (NHDP) being implemented by NHAI includes the Golden Quadrilateral, North-South and East-West Corridors and various other projects like Port connectivity, Ring Road and By Passes, etc.**

According to NHAI Act, 1988, the NHAI Board is composed of a Chairman, not more than six full time Members and not more than six part time Members, who are appointed by the Central Government. Member (Administration), Member (Finance), Member (Projects), Member (Technical) and Member (PPP) are full time Members. Secretaries to the Ministry of Road Transport and Highways, Department of Expenditure, Department of Economic Affairs, DG (Road Development) and Special Secretary, Ministry of Road Transport and Highways are part time (Government) Members and the two part-time (Non-Government) Members are appointed from the professionals having knowledge or experience of financial management, transportation planning or any other relevant discipline. The Committee have been given to understand that the positions of Members are outside the scope of NHAI Service Regulations and the post of a Member is filled up by the Government in terms of the provisions contained in the NHAI Act and the Rules thereunder and with the approval of the Appointments Committee of Cabinet. The Committee have been told that no Member of the Board of NHAI belonged to OBC community.

The Committee feel that in order to get fulfilled the Government's commitment to empower the socially and educationally backward classes, the weaker section people will have to be given participation at the top management level. They, therefore recommend the Ministry of Road Transport and Highways to take initiative to take up the matter at the appropriate level so as to ensure representation and participation of OBC people on the Board of NHAI. The Committee may be apprised of the action taken in this regard.

Representation of OBCs in the total strength of NHAI

2. The Committee note that the NHAI had decided way back in 2007 to raise the number of permanent employees upto the level of 50 per cent of the total workforce and 25 per cent to begin with. The Committee were informed that the permanent cadre is being created in NHAI in a phased manner enhancing the recruitment from 25 percent to 50 percent in the coming recruitment years. However, scrutiny of the data supplied by NHAI reveals that the strength of regular employees in NHAI has remained far behind the stipulated level of 50 percent of the total number of employees even after the lapse of a decade since the decision to raise the number of permanent employees upto the level of 50 percent was taken. The regular employees were 21.57 percent in 2013-14, 27.25 percent in 2014-15, 33.5 percent in 2015-16 and 32.65 per cent of the total number of employees in 2016-17. The situation was pitiable especially in Group 'B' and 'C' categories, where there were only 21 and 11 regular employees in 2016-17 out of a total of 259 and 161 employees forming 8.10 percent and 6.83 percent of the employees respectively.

At the same time, the number of OBC employees in Group 'B' and 'C' has been shown to be 70 and 54 respectively which clearly shows that most of the OBC employees in Group 'B' and 'C' were employed on contract basis only. In the given scenario, the Committee infer that the number of regular employees, especially in Group C and D posts needs to be substantially enhanced in NHAI in order to honour their own decision of raising

the number of permanent employees upto the level of 50 per cent of the total workforce. This will certainly lead to induction of more and more OBC employees also in regular quota. The Committee, therefore, recommend the Ministry to make all out efforts to ensure that the 50 percent quota of regular employees is fulfilled on priority basis without any further delay. They also desire that the recruitment of OBC in NHAI should gain momentum with much faster pace, particularly in Group 'A' services where the representation of OBCs has reached to the level of only 19.96 percent in the year 2016-17. This can be ensured only when the interest of OBCs in taken care of while inducting them not only on regular basis but also on deputation or contract basis.

3. The Committee note that as per the Service Regulations of NHAI applicable till May, 2016, direct recruitment of employees was permissible at both the levels of Deputy Manager and Manager. However, pursuant to amendment in Service Regulations in May, 2016, Direct Recruitment is permissible at the level of Deputy Managers only. The Committee do not find any suitable reason to acknowledge the rationale behind such a decision which is retrogressive for the prospective OBC candidates. The Committee, therefore, recommend that the decision should be reviewed and direct recruitment of employees at the levels of both Deputy Manager and Manager should be restored with immediate effect.

Implementation of Reservation Policy for OBCs

4. The Committee note that the NHAI is following the Government of India Reservation Policy stipulated for OBCs, at all feeder cadres i.e. Deputy Manager and below which include Deputy Manager (Technical), Deputy Manager (IT), Accountant, Assistant Manager (Legal), Assistant Manager (Admn.) and Stenographer. For the post of Manager (Technical), the recruitment against 11 OBC vacancies is pending since 2014 due to court - case. The Committee have been informed that the issue has now been settled and recruitment is under process. Recruitment against 9 OBC vacancies for the post of Deputy Manager (Technical) is also pending, for which advertisement has reportedly been issued. The posts

of Deputy Manager (IT), Assistant Manager (Legal) and Accounts Officer, which were created in May, 2016, are yet to be filled under OBC category. Moreover, 20 posts of Accountant under OBC category are still vacant. The Committee desire that the recruitment process for all vacant posts at different levels under OBC quota should be accelerated and the pending OBC vacancies should be filled up without any further delay in a time bound manner and the Committee be kept abreast of the action taken in this regard.

5. With regard to contract employment, the Committee were given to understand that even though the policy of OBC reservations is not applicable in the case of contract employees, the NHAI was following the policy of reservation in the case of Long Term Contract Employees as these personnel were recruited following an open selection process against the sanctioned posts. The Committee acknowledge the initiative taken by the NHAI to provide reservation facility to OBC candidates in the case of Long Term Contract Employment. However, they find that no OBC candidate has found place in Group A/B posts under Secretariat Cadre and Accounts Cadre out of 20 officials in position under the category of Long Term Contract Employees. The Committee hope that the deficiency in employment of OBC candidates in Group A/B posts under the category of Long Term Contract Employees would be appropriately addressed for the sake of ensuing justice to the deprived section of the society.

Grievance Redressal Mechanism for OBCs

6. The Committee find that a committee, i.e. the Reservation Cell, comprising of one member each from SC, ST and OBC along with member from Human Resources/Administration Division has been constituted in NHAI for the Welfare of and for redressal of the grievances of OBC employees. NHAI has claimed that as and when representation from any OBC employees is received, the matter is brought up for discussion in the committee and appropriate mitigation measures are taken to resolve the issue. At the same time, when the Committee desired to know about the grievances

received from the OBC employees during the last three years and steps taken towards disposal thereof, the NHAI informed that no complaint has been received by them from any OBC employee during the said period. Though the Committee appreciate the move taken by NHAI to set up a Grievance Redressal Committee with a member from OBC community therein, yet they are apprehensive of the fact that OBC employees are not coming forward with their grievances, complaints, suggestion and representations etc. The Committee feel that the persons coming from the backward sections of the society usually do not feel comfortable in placing their complaints and grievances before the management for whatsoever reasons. Hence the management needs to play a proactive role with added responsibility of making the atmosphere congenial for the OBC employees so that they do not feel hesitant in raising their voice. Appointing the Liaison Officer for OBCs from their own community and facilitating formation of OBC Employees' Welfare Association as per Government norms can be some of the effective measures to serve the purpose leading ultimately towards the goal of overall development and growth of the socially and educationally backward classes.

NEW DELHI;
5th April, 2018
15 Chaitra, 1940 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes

Annexure
(Ref. Para 4.12 of the Report)

Number of petition/representations received in Reservation Cell:

Block Year	SC	ST	OBC
2015-16	3	Nil	Nil
2016-17	2	Nil	Nil
2017-18	Nil	Nil	Nil

Details of petition / representations received from:

S. No.	Name	Category	Representation/grievance	Action taken
1.	Sh. Purshottam Lal, Manager (T)	SC	Promotion to the post of DGM(T) Dt. 29.06.2015	Matter disposed off vide reservation cell meeting dt. 28.07.15. The officer has been promoted to DGM(T) post.
2.	Sh. Rajesh Kumar, Sh. Uchit Paswan & Sh. Jasvinder	SC	Consideration for regularization of employees under programme of special recruitment drive for SC/ST in NHAI - Dt. 17.12.2015	Matter disposed off vide reservation cell meeting dated 30.05.16. Recruitment has been done as per Government guidelines.
3.	Sh. Mohan Lal, Manager (F)	SC	Reviewing the case of absorption to the post of Manager (F) - Dt. 05.04.2016	Matter disposed off vide reservation cell meeting dated 18.04.2016 & 27.04.2016. Officer has been absorbed.
4.	Sh. Purshottam Lal, DGM (T) (Regular employee)	SC	Pertaining to posting as PD PIU Aligarh Dt. 06.01.2017	Matter disposed off vide reservation cell meeting dated 28.03.2017. Officer has been posted as PD. Kanpur on his fresh request.
5.	Sh. Mohan Lal, Manager (F)	SC	Reviewing the case of absorption to the post of Manager (F) - Dt. 17.03.2017	Matter disposed off vide reservation cell meeting dated 28.03.2017. Officer has been absorbed.

APPENDIX-I

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-2017)

MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-17) HELD ON 7TH JUNE, 2017 IN COMMITTEE 'D', GROUND FLOOR, PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1100 hrs. to 1230 hrs.

PRESENT

Shri Ganesh Singh - *Chairperson*

MEMBERS

Lok Sabha

2. Shri Prataprao Jadhav
3. Shri P. Karunakaran
4. Dr. Banshilal Mahato
5. Dr. Swami Sakshi Ji Maharaj
6. Shri Rodmal Nagar
7. Shri Ravindra Kushawaha
8. Shri Mullappally Ramachandran
9. Shri Rajeev Satav
10. Shri Ladu Kishore Swain

Rajya Sabha

11. Shri Ram Narain Dudi
12. Dr. Vikas Mahatme
13. Shri B.K. Hariprasad
14. Shri Ahamed Hassan
15. Shri Vishambhar Prasad Nishad
16. Shri Husain Dalwai
17. Shri Rajaram

SECRETARIAT

1. Shri A.K. Shah - Director
2. Smt. P. Jyoti - Under Secretary

Representatives of the Ministry of Road Transport and Highways

Shri Rajive Kumar	-	Secretary
Smt. Leena Nandan	-	Joint Secretary (Highways)

Representatives of National Highways Authority of India (NHAI)

Shri Yudhvir Singh Malik	-	Chairman
Shri Rohit Kumar Singh	-	Member (Finance)
Shri V.K. Sharma	-	CGM (HR & Admn)
Col. S.S. Kapur	-	GM (HR & Admn)
Shri Rajeev Yadav	-	GM (Tech)

2. At the outset, the Chairperson welcomed the Members to the Sitting of the Committee convened for taking evidence of the representatives of Ministry of Road Transport and Highways and National Highways Authority of India (NHAI) on 'measures undertaken to secure representation of OBCs in employment and for their welfare in NHAI'.

[Thereafter the witnesses were called in]

3. The Chairperson welcomed the witnesses and outlined various issues which inter alia included low representation of OBCs in Jobs and Services in NHAI particularly in Group 'A' level, over dependence of manpower on deputation and contractual basis against regular employees including OBC employees, prevailing of vacancies for OBCs candidates at various levels in NHAI etc. Thereafter, Members raised their individual

queries one by one which were responded to by the representatives of Ministry of Road Transport and Highways and NHAI. However, the Committee were not satisfied with the written replies given by the Ministry of Road Transport and Highways and NHAI before the Committee. The Committee found that since half of the workforce is from deputation in NHAI where Reservation of categories including that of OBCs in not applicable, the Committee decided to seek clarifications thereon with the representatives of Department of Personnel and Training on the issue at one of the subsequent sittings.

[The *representative* of Ministry of Road Transport and Highways and NHAI then withdrew].

4. The Committee then thanked the witnesses for appearing before the Committee and directed them to furnish written information to the Secretariat which was not readily available with them by 15 June, 2017:

The Committee then adjourned.

A copy of the verbatim proceedings has been kept.

APPENDIX-II

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19)

EXTRACTS OF MINUTES OF THE FIFTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19) HELD ON 5th APRIL, 2018 IN COMMITTEE ROOM 'B', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1500 hrs. to 1600 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Shri Ravindra Kushawaha
4. Dr. Banshilal Mahato
5. Dr. Mriganka Mahto
6. Shri Rodmal Nagar
7. Shri P. Karunakaran
8. Shri Hari Narayan Rajbhar

RAJYA SABHA

9. Shri Ram Narain Dudi
10. Shri B.K. Hariprasad
11. Shri Ahamed Hassan
12. Dr. Vikas Mahatme
13. Smt. Vijila Sathyananth
14. Shri Ram Nath Thakur
15. Smt. Chhaya Verma

SECRETARIAT

1. Shri N.C. Gupta - Joint Secretary
2. Shri R.R. Kumar - Director
3. Shri A.S.K. Das - Deputy Secretary
4. Smt. P Jyoti - Under Secretary

WITNESSES

X X X X

X X X X

2. At the outset, the Chairperson welcomed the Members of the Committee. Thereafter, the Committee took up the Draft Report on the following subject for consideration and adoption:-

> 'Measures undertaken to secure representation of OBCs in employment and for their welfare in National Highways Authority of India' pertaining to Ministry of Road Transport and Highways;

After some deliberations, the Committee adopted the Draft Report and authorised the Chairperson to finalise and present the same to both Houses of the Parliament.

3. X X X X X X

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The Committee then adjourned.

A copy of the verbatim proceedings of the sitting has been kept.

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[x] The matters not related to the Report.